

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Conflict of Interest Policy and associated Conflict of Interest Procedures
Is this an existing, revised or new policy?	New
What is it trying to achieve (aims/outcomes)	<p>The aim of the Conflict of Interest Policy is to ensure the Council's compliance with, and consistent application of, best practice in relation to Conflicts of Interest.</p> <p>This Policy applies to:</p> <ul style="list-style-type: none"> • all staff and Elected Members of Newry, Mourne and Down District Council; • all those who work for Newry, Mourne and Down District Council (including but not limited to employees, agency staff, elected members, other public representatives, contractors, agents, consultants, servants of the Council and all third party data processors). <p>All parties referred to above are responsible for complying with the terms of the Conflict of Interest Policy and Procedures.</p>
Are there any Section 75 categories which might be expected to benefit from the intended policy?	No – the policy is not intended to directly benefit any specific Section 75 categories.
If so, explain how.	
Who initiated or wrote the policy?	Lyndsey Moore, Head of Legal Administration
Who owns and who implements the policy?	Dorinnia Carville, Director of Corporate Services

Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?		X
If yes, are they Financial		
If yes, are they Legislative		
If yes, and they are Other please specify:		

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

	Yes	No
Staff	X	
Service users		X
Other public sector organisations		X
Voluntary/community/trade unions		X
Other, please specify:	<ul style="list-style-type: none"> • Elected Members • all those who work for Newry, Mourne and Down District Council (including but not limited to employees, agency staff, elected members, other public representatives, contractors, agents, consultants, servants of the Council and all third party data processors) 	

Other policies with a bearing on this policy

What are they? Who owns them?	<ul style="list-style-type: none"> • The Northern Ireland Local Government Code of Conduct for Councillors • The Northern Ireland Local Government Code of Conduct for Staff • Newry, Mourne and Down District Council's Gifts and Hospitality Policy • Data Protection Act 1998 • The General Data Protection Regulation 2018 • Conflicts of Interest: A Good Practice – Published by NIAO
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Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of needs/experiences/priorities																							
Religious belief	<table border="1" data-bbox="432 651 1335 902"> <thead> <tr> <th data-bbox="432 651 595 741">LGD</th> <th data-bbox="595 651 746 741">All usual residents</th> <th data-bbox="746 651 898 741">Catholic</th> <th data-bbox="898 651 1054 741">Protestant and other Christian</th> <th data-bbox="1054 651 1206 741">Other religions</th> <th data-bbox="1206 651 1335 741">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="432 741 595 808">Northern Ireland</td> <td data-bbox="595 741 746 808">1,810,863</td> <td data-bbox="746 741 898 808">817,385 (45.14%)</td> <td data-bbox="898 741 1054 808">875,717 (48.36%)</td> <td data-bbox="1054 741 1206 808">16,592 (0.92%)</td> <td data-bbox="1206 741 1335 808">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="432 808 595 902">Newry, Mourne & Down</td> <td data-bbox="595 808 746 902">169,211</td> <td data-bbox="746 808 898 902">122,544 (72.42%)</td> <td data-bbox="898 808 1054 902">40,273 (23.8%)</td> <td data-bbox="1054 808 1206 902">861 (0.5%)</td> <td data-bbox="1206 808 1335 902">5533 (3.3%)</td> </tr> </tbody> </table> <p data-bbox="432 902 1335 965">(Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).</p>						LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	Northern Ireland	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)	Newry, Mourne & Down	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)
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Political opinion	<p data-bbox="403 1025 1351 1088">Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p data-bbox="403 1115 1351 1151">The party breakdown of the Council's elected members is as follows:</p> <table data-bbox="403 1178 1351 1366"> <tbody> <tr> <td data-bbox="403 1178 839 1214">Sinn Féin</td> <td data-bbox="839 1178 1351 1214">14 seats</td> </tr> <tr> <td data-bbox="403 1214 839 1249">SDLP</td> <td data-bbox="839 1214 1351 1249">14 seats</td> </tr> <tr> <td data-bbox="403 1249 839 1285">Democratic Unionist</td> <td data-bbox="839 1249 1351 1285">4 seats</td> </tr> <tr> <td data-bbox="403 1285 839 1321">Independents</td> <td data-bbox="839 1285 1351 1321">4 seats</td> </tr> <tr> <td data-bbox="403 1321 839 1357">Ulster Unionist</td> <td data-bbox="839 1321 1351 1357">3 seats</td> </tr> <tr> <td data-bbox="403 1357 839 1397">Alliance</td> <td data-bbox="839 1357 1351 1397">2 seat</td> </tr> </tbody> </table>						Sinn Féin	14 seats	SDLP	14 seats	Democratic Unionist	4 seats	Independents	4 seats	Ulster Unionist	3 seats	Alliance	2 seat						
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Racial group	<p data-bbox="403 1397 1351 1491">According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%).</p> <p data-bbox="403 1518 1351 1581">The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p data-bbox="403 1608 1351 1671">The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p data-bbox="403 1697 1351 1760">Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p> <table border="1" data-bbox="403 1760 1335 1865"> <thead> <tr> <th data-bbox="403 1760 839 1865">Main language of residents in Newry, Mourne and Down District LGD</th> <th data-bbox="839 1760 1046 1865">Number</th> <th data-bbox="1046 1760 1335 1865">Percentage %</th> </tr> </thead> <tbody> <tr> <td data-bbox="403 1865 839 1865"> </td> <td data-bbox="839 1865 1046 1865"> </td> <td data-bbox="1046 1865 1335 1865"> </td> </tr> </tbody> </table>						Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %															
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English	156794	97.15
Polish	2100	1.18
Lithuanian	836	0.47
Irish	367	0.24
Portuguese	86	0.05
Slovak	134	0.08
Chinese	121	0.07
Tagalog/Filipino	55	0.03
Latvian	208	0.25
Russian	109	0.06
Malayalam	87	0.05
Hungarian	74	0.04
Other	755	0.46

Age

The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:

Age Profile	NI	Newry, Mourne & Down
0-4	124382	12721
5-7	67662	6876
8-9	43625	4595
10-14	119034	12287
15	24620	2599
16-17	51440	5260
18-19	50181	4570
20-24	126013	11570
25-29	124099	11805
30-34	373947	35122
45-59	347850	32556
60-64	94290	8624
65-74	145600	12817
75-84	86724	7453
85-89	21165	1849
90+	10231	829

- The total population is projected to increase to 191,282 in 2025 and to 205,000.
- The number of children (i.e. those aged under 16) is projected to increase from 39,740 in 2015 to 41,924 in 2025 and then to reduce slightly in 2037 to 40,811.
- The working age population is projected to increase from 109,777 in 2015 to 117,398 in 2025 and then to increase to 121,102 in 2037.
- The number of those aged 65 and over is projected to increase from 28,378 in 2015 to 32,511 in 2025 and to 42,358 in 2037.

Marital status

The table below illustrates the marital status profile of the Newry, Mourne and Down area:

Marital	Newry, Mourne	NI
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	Status	and Down LGD	
	All usual residents: Aged 16+ years	132455	1431540
	Single (never married or never registered a same-sex civil partnership) Aged 16+ years	47722	517393 (35.14%)
	Married: Aged 16+ years	65255	680831 (47.56%)
	In a registered same-sex civil partnership: Aged 16+ years	102	1243 (0.09%)
	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4697	56911 (3.98%)
	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6271	78074 (5.45%)
	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	8408	97088 (6.78%)
Sexual	Analysis of the Census 2011 indicates that between 2% and 10% of the		

orientation	<p>population may be lesbian, gay or bisexual.</p> <p>There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestite) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p>															
Men and women generally	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1" data-bbox="443 517 1225 645"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887323</td> <td>923540</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td>83866</td> <td>85345</td> </tr> </tbody> </table>	LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345						
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Disability	<p>According to the 2011 Census 19.62% of people in the Newry, Mourne and Down District Council area have a long-term health problem or disability that limits their day-to-day activities;</p> <table border="1" data-bbox="432 831 1353 1205"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Long-term health problem or disability: Day-to-day activities limited a lot</th> <th>Long-term health problem or disability: Day-to-day activities limited a little</th> <th>Long-term health problem or disability: Day-to-day activities not limited</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1810863</td> <td>215232 (11.89%)</td> <td>159414 (8.8%)</td> <td>1436217 (79.31%)</td> </tr> <tr> <td>Newry, Mourne and Down</td> <td>171533</td> <td>19579 (11.4%)</td> <td>14102 (8.22%)</td> <td>135530 (79.01%)</td> </tr> </tbody> </table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none"> • More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK • 1 in 7 people in Northern Ireland have some form of hearing loss • 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL) • In Northern Ireland there are 57,000 blind people or people with significant visual impairment • 52,000 people with learning disabilities <p>(Source: Disability Action)</p>	LGD	All usual residents	Long-term health problem or disability: Day-to-day activities limited a lot	Long-term health problem or disability: Day-to-day activities limited a little	Long-term health problem or disability: Day-to-day activities not limited	Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)	Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)
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Dependants	<p>Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.</p> <p>There are 61,998 households in Newry, Mourne and Down, 37.5% of which have dependents. With regard to these figures, dependents are defined as</p>															

	<p>those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependents in the District has declined from 50% in 1981 to 37.5% in 2011.</p> <p>There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.</p> <p>In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in N.Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.</p>
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Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 Category	Details of needs/experiences/priorities
Religious belief	No specific needs, experiences or priorities in relation to the Section 75 categories have been identified.
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds?

Section 75 category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	It is not anticipated that the policy will have an adverse impact upon equality of opportunity for any of the Section 75 categories.	None
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 category	If Yes, provide details	If No, provide details
Religious belief		No. As noted, from the information available it is not anticipated that the policy will have an adverse impact upon equality of opportunity for any of the Section 75 categories.
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good relations category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	It is not anticipated that the policy will have an adverse impact upon good relations for any of the Section 75 categories.	None
Political opinion		
Racial group		

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes, provide details	If No, provide details
Religious belief		No.
Political opinion		
Racial group		

		is not anticipated that the policy will have an adverse impact upon good relation for the three Section 75 categories.
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Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? (For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

N/A

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Screening Decision

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

- 1. **Not be subject to an EQIA (with no mitigating measures required)**
- 2. Not be subject to an EQIA (with mitigating measures /alternative policies)
- 3. Not be subject to an EQIA at this time
- 4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

The outcome of the equality screening is that the Conflict of Interests Policy and associated Conflict of Interest Procedures not be subject to an equality impact assessment (with no mitigating measures required).

No specific needs, experiences or priorities in relation to the Section 75 categories have been identified, and it is not anticipated that the policy will have an adverse impact upon the promotion of equality of opportunity or good relations.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

In light of these revisions, is there a need to re-screen the revised/alternative policy? Yes / No. If No, please explain why

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	2
Social need	2
Effect on people's daily lives	2
Relevance to a public authority's functions	2

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: _____

Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

The policy will be reviewed in line with the Council's agreed policy review cycle i.e. every four years (as per Council's Equality Scheme commitment 4.31), or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.

Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Head of Corporate Policy	1/2/19
Approved by:		
Alison Robb	Assistant Director Corporate Services (Administration)	14/2/19

Note: The completed policy screening template, signed off by the appropriate policy lead within the Council, and approved by the senior manager responsible for the policy, should be forwarded to the Head of Corporate Policy who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.